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ABSTRACT

In January 1991, a study was conducted to assess the fringe benefit programs of community college districts in California, and to determine the total dollar amounts paid to certified employees. Questionnaires requesting fringe benefits and salary information for 1990-91 were mailed to all 71 districts in the state. Rankings of salaries at three designated salary levels were added to the fringe benefits rankings to show total remuneration to certified employees. These totals were ranked and compared to statewide averages for 1989-90. Study findings included the following: (1) 13 districts had a benefits plan allowing employees a choice of options for the expenditure of a specific amount of money allocated for fringe benefits; (2) 59 districts provided health insurance coverage for employees and dependents, and 65 districts had some form of dental coverage; (3) 61 districts reported paying life insurance premiums as part of their fringe benefits package, while 7 districts mandated such coverage; (4) employee assistance programs (e.g., psychological services, and drug dependency and crisis counseling) were provided by 10 districts; and (5) from 1989-90 to 1990-91, total remuneration per certified employee increased by 8.17% for employees within the salary ranking of "minimum salary with a masters degree," by 7.22% for "maximum salary without a doctorate," and by 7.22% for "maximum salary with a doctorate." Tables provide district expenditure per certified employee for selected fringe benefits; and the total fringe benefits paid, total average salaries paid, and total remuneration paid by district, including the statewide rankings for each category. (PAA)

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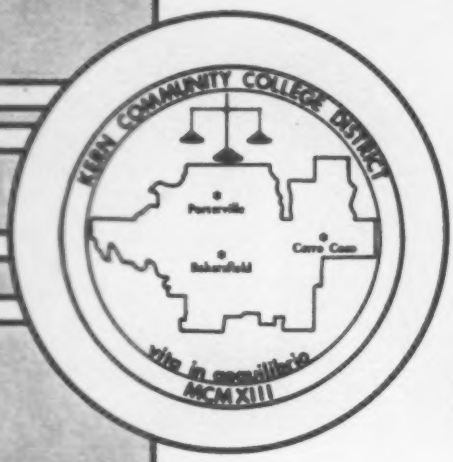

A STUDY OF CERTIFICATED SALARIES AND FRINGE BENEFITS

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OF CALIFORNIA COMMUNITY COLLEGE DISTRICTS 1990-91

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KERN COMMUNITY COLLEGE DISTRICT

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INTRODUCTION

Fringe benefit and salary remuneration for all seventy-one community college districts in California have been calculated and ranked. These data were gathered to assess the overall fringe benefit programs of college districts and to determine the total dollar amounts paid certificated employees. By comparing 1989-90 fringe benefits and salaries at three specific positions with 1990-91 benefits and salaries, accurate percentages of overall salary increases were attained. Kern District completed a similar study in 1990; therefore like information was available for comparison.

Table I contains a listing of costs of the fringe benefit packages offered by the California community college districts. Some of the fringe benefit calculations, particularly long-term disability insurances and life insurances, are based on the salaries earned. Table II reports minimum salaries with a masters degree and the calculated fringe benefits for those salaries. Table III contains maximum salaries without a doctorate as well as fringe benefits for that salary level. In Table IV fringe benefits for employees at the maximum salaries with a doctorate are reported along with maximum salaries with a doctorate degree. The maximum salaries for both non-doctorate and doctorate classes do not include longevity increments.

PROCEDURE

A questionnaire requesting fringe benefit and salary information was mailed in January to the seventy-one community college districts in California. These data, with the 1990-91 salary schedules provided by the

districts, were used to determine compensation. It should be noted that five districts were negotiating as of May 31, 1991, the final date for incorporating data for this year's study. For these districts, 1989-90 data are reported.

After the fringe benefit information was determined, the dollar amounts for each plan were calculated at each of the three salary levels. The salary levels are (1) minimum salary with a masters degree, (2) maximum salary without a doctorate and (3) maximum salary with a doctorate.

The benefits were ranked from 1 to 71. Salaries at the three designated levels were reported and ranked. The fringe benefits and salaries were added to show total remuneration; these totals also were ranked. Averages were reported for the fringe benefits, salaries and total compensation at the three salary classifications. These statewide averages (1990-91) were compared with statewide averages in 1989-90. The annual salaries and fringe benefit increases are reported at the bottom of Tables II, III and IV.

SUMMARY OF FRINGE BENEFIT PLANS

"Cafeteria Plan"

This program, sometimes called the "smorgasbord" plan or "laundry list" has several variations. Basically the district allows the employee a choice of options for the expenditure of a specific amount of money set aside for fringe benefits. Of the seventy-one community college districts, thirteen have this plan in some form, and nine districts have certain mandatory requirements.

Health Insurance

Of those districts which have the "cafeteria" plan, five require health insurance as part of the package. The other eight make participation possible as one of the choices by the employee as part of the "cafeteria" plan. Fifty-nine districts indicate health insurance coverage for employees and dependents. Several districts give the employee a choice of health insurance plans.

Long-term Disability or Income Protection

Over half of the districts, thirty-nine, provide this type of coverage in some form. A few districts have service year requirements before employees are eligible for this benefit. For most districts the rate is based on the employee's salary. In this situation the rate varies significantly per $100 of salary, from 11.3 cents to $1.05.

Dental Insurance

Sixty-five districts participate in a dental plan of some sort with considerable variation in the amount of district contribution. The contribution per staff member ranges from $407.88 per year to $1,147.20 per year. Seven districts require dental insurance coverage as part of the "cafeteria" fringe benefit package. Fifty-nine districts provide dental insurance for dependents as well as for the employee.

Life Insurance

Sixty-one districts report life insurance premiums are now being paid as part of their fringe benefit packages. Many districts with "cafeteria" plans have life insurance as an alternative for fringe benefit

contribution. Seven districts mandate life insurance coverage. Six districts provide life insurance benefits for dependents.

Vision Insurance

The number of districts providing vision insurance continues to increase. Fifty-two districts now provide vision insurance as a fringe benefit. Forty-three districts provide this benefit for dependents. District contributions for vision insurance ranges from $95.00 to $327.00 per employee per year.

Tax-Sheltered Annuity/Retirement Trust

Three districts provide tax-sheltered annuities. Some districts with "cafeteria" plans have the tax-sheltered annuity as an option within the "other" category. One district offers a retirement trust to provide for medical benefits after the retiree reaches age 70.

Prescription Drugs

Prescription drug benefits are highlighted in an increasing number of benefit plans, either as part of the health insurance package or as a separate benefit. For 1990-91 nineteen districts noted this benefit.

Employee Assistance Program

District contributions toward employee assistance programs are gaining in popularity. Ten districts currently provide this benefit. This type of program generally provides psychological services in the areas of marriage and family counseling, alcohol and drug dependency and crisis counseling.

INCREASES IN TOTAL COMPENSATION

Within the three levels of salary chosen for study, increases for salary plus fringe benefits utilizing the simple arithmetic average are listed below.

	1989-90 to 1990-91
Minimum salary with a masters degree	8.17%
Maximum salary without a doctorate	7.22%
Maximum salary with a doctorate	7.22%

It should be noted these averages were not weighted with respect to faculty size or numbers of teachers placed at the specific salary classifications. The three levels combine for an average increase of 7.54% from 1989-90 to 1990-91.

TABLE I

CALIFORNIA COMMUNITY COLLEGES

CERTIFICATED EMPLOYEE FRINGE BENEFITS

1990-91

College District	Cafeteria Plan	Health Insurance	Long-Term Disability	Dental	Vision	Other
Allan Hancock		$4,679.91#	$.32/100	$987.87#		$150.00/LI + $282.20/TSA + $200/PE
Antelope Valley		$5,076.00#	$39.00	$714.84#	$146.64#	$30.00/LI
Barstow		$5,739.12# + P	$.80/100	$635.16#	$257.88#	$75.00/LI
Butte		$3,600.00#	$.46/100	$588.00#	$95.00	$80.00/LI
Cabrillo	$4,498.00	Mandatory	Mandatory	Mandatory		Mandatory LI
Cerritos		$6,168.00#		$684.20#	$166.20#	$128.00/LI
Chaffey		$3,618.20#		$590.10#	$231.40#	$97.40/LI
Citrus		$5,627.60#		$628.10#	$143.50#	$149.00/LI
Coast		$7,740.00#	$.38/100	$722.00#	$216.72#	$150.00/LI
Compton	$3,480.00					
Contra Costa		$4,416.00#	$.87/100	$1,147.20#	$100.44#	$108.00/LI + 39.60/EAP
Desert	$5,543.64#	P Inc. in HI		$448.00#		$220/EAP
El Camino		$6,197.28#		$535.92#	$152.40#	$93.96/LI
Feather River		$5,604.00#	$.61/100*	$960.00#	V Inc. in HI	$.96/1000/LI(1 1/2 annual salary)(*$32,000 Max)
Foothill-DeAnza		$4,901.00# + P	$.73/100	$726.00#	$140.00	$210.00/LI + $30.96/EAP
Fremont-Newark		$4,032.00#	$.55/100*	$752.52#		$210.00/LI (*$27,000 Maximum)
Gavilan	$4,206.77			Mandatory	Mandatory	TSA Available
Glendale		$5,605.80#		$982.30#	$102.00	$110.00/LI
Grossmont		$3,750.00# + P	$385.00	$745.00#	V Inc. in HI	$204.00/LI
Hartnell		$4,911.00#	$.50/100	$586.20#	$138.00#	$72.00/LI
Imperial**		$4,366.92#	$.45/100	$407.88#	$171.60#	$147.00/LI + $505.80/P#
Kern		$3,988.08#	$.58/100*	$456.24#	$137.28#	(*$36,000 Maximum) + $22.80/LI + $43.68/EAP
Lake Tahoe	$5,475.00	Mandatory# + P	Mandatory	Mandatory#	Mandatory#	(LI, DPL, Inc. in HI)
Lassen		$4,170.72# + P		$513.60#	$260.00#	$120.00/LI
Long Beach		$6,016.00#		$742.00#	$175.00#	$162.00/LI + $10/EAP
Los Angeles		$7,631.64#		$447.00#	$122.00#	$124.80/LI
Los Rios**		$2,813.00#	$.36/100*	$766.00#		(*$90,000 Maximum)
Marin		$3,964.92#	$.42/100	$855.84#	$144.60#	$144.00/LI + $480.00/RT
Mendocino		$3,165.60# + P		D Inc. in HI	V Inc. in HI	$38.40/LI
Merced		$4,829.00# + P	$.63/100	$525.00#	$237.86#	$126.00/LI (PE Inc. in HI)
Mira Costa	$5,019.48	Mandatory + P	Mandatory	Mandatory	Optional	LI Mandatory, MH Mandatory, EAP, ADD Optional
Monterey Peninsula		$5,071.44#	$.60/100	$636.00#	$102.20	$108.00/LI (PE Inc. in HI)
Mt. San Antonio	$5,052.00#	Mandatory#		Mandatory	Mandatory	Mandatory LI
Mt. San Jacinto		$5,071.20# + P		$556.32#		$40.20/LI

DPL - Dependent Life Insurance
EAP - Employee Assistance Program
IP - Income Protection
**Still Negotiating

- Employee & Dependent Coverage
HI - Health Insurance
P - Paid Prescriptions

LI - Life Insurance
MH - Mental Health
TSA- Tax-Sheltered Annuity
RT - Retirement Trust

PA - Personal Accident
PE - Physical Examination
ADD - Accidential Death & Dismemberment

D - Dental
V - Vision

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College District	Cafeteria Plan	Health Insurance	Long-Term Disability	Dental	Vision	Other
Napa	$4,656.00#			Mandatory#	$250.20#	Mandatory LI + .45/1000/IP
North Orange**	$2,774.50	$2,192.90				
Palo Verde**		$3,257.01#		$458.37#	$115.59	$169.05/LI + $999.98/TSA
Palomar		$3,712.59#	$.69/100*	$560.67#	$158.19	$172.80/LI (*$60,000 Maximum)
Pasadena		$4,818.00#	$.69/100	$608.00#		$124.20/LI
Peralta		$5,710.00#	$1.13/1000*	$970.00#		$.53/1000/LI (1 1/2 Annual Salary, $100,000 Max.) + $6/DPL(EAP Inc. in HI)(*$32,000 Max.)
Rancho Santiago		$3,757.00#				$172.00/LI + $1,250/TSA
Redwoods		$3,732.00# + P	$1.05/100	$690.00#	$255.00#	
Rio Hondo		$5,780.00#		$864.00#	$201.00#	$160.00/LI + $20.00/EAP
Riverside		$4,620.00#		$500.00#		$380.00/LI
Saddleback		$6,355.00#	$.86/100	$520.00#	$320.00#	$.17/1000/LI (2 x Annual Salary)
San Bernardino		$3,208.56#		$558.00#		$72.00/LI
San Diego		$3,665.52#	$.67/100	$579.36#	$135.00#	$35.16/LI
San Francisco		$1,706.88		$886.86#		$56.28/P# + $112.20/LI
San Joaquin Delta		$5,157.00#	$.82/100	$604.00#	$162.00#	$124.00/LI
San Jose		$4,697.40# + P	$.67/100	$744.00#	$105.60#	$2.90/1000/LI + $6.60/DPL
San Luis Obispo	$6,177.00					
San Mateo		$4,200.00#	$.695/100*	$945.48#		$69.96/LI# (*$54,000)
Santa Barbara	$4,550.00		Mandatory			Mandatory LI
Santa Clarita		$3,752.00# + P	$.53/100	$641.50#	$127.70#	$126.00/LI
Santa Monica		$6,168.00#		$772.90#	$303.40#	
Sequoias**		$3,860.90#		$607.60#	$114.30#	$276.00/LI
Shasta		$4,560.00#		$618.00#	$200.40#	
Sierra		$4,020.00#	$.77/100	$686.40#	$211.20#	$.45/1000/LI
Siskiyou		$4,046.40#		$513.60#	$197.40#	$112.20/LI ($50,000 Maximum)
Solano		$5,889.24#		$606.00#	$146.00#	($10,000 LI Included in HI)
Sonoma		$3,000.00#	$.42/100*	$615.00#	$192.00#	$132.00/LI (*$50,000)
South County		$4,794.00# + P#	$.53/100	$1,083.00#	$327.00#	$258.48/LI
Southwestern	$4,100.00			Mandatory		LI Mandatory + P (co-payment)
State Center		$3,630.00# + P	$132.00	$666.60#	$144.24#	$132.00/LI# (EAP Inc. in HI)
Ventura		$5,629.56#		$744.84	(V Inc. in HI)	
Victor Valley	$5,000.00	Mandatory				Mandatory LI
West Hills		$5,184.00#	$.45/100	$666.60#	$191.52#	$132.00/LI# + $16.20/PA
West Kern		$3,921.00#		$473.97#	$232.65#	$112.20/LI
West Valley-Mission		$3,471.60#	$.61/100	$593.40#	$158.40#	$647.28/P + $123.48/LI + $51.00/EAP
Yosemite		$5,589.60#	$136.44	$782.64#	$300.60#	$132.72/LI
Yuba		$4,896.00#		$660.00#	$216.00#	$190.20/LI#

DPL - Dependent Life Insurance
EAP - Employee Assistance Program
IP - Income Protection

- Employee & Dependent Coverage
HI - Health Insurance
P - Paid Prescriptions

LI - Life Insurance
MH - Mental Health
TSA- Tax-Sheltered Annuity
RT - Retirement Trust

PA - Personal Accident
PE - Physical Examination
ADD - Accidential Death & Dismemberment

D - Dental
V - Vision

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TABLE II

CALIFORNIA COMMUNITY COLLEGES

RANKINGS OF FRINGE BENEFITS AND MINIMUM SALARY WITH MASTERS DEGREE

1990-91

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$6,384	17	$26,135	66	$32,519	58
Antelope Valley	6,006	26	28,985	32	34,991	26
Barstow	6,932	11	28,076	47	35,008	25
Butte	4,496	63	28,994	31	33,490	45
Cabrillo	4,498	62	26,624	62	31,122	65
Cerritos	7,146	5	29,885	20	37,031	13
Chaffey	4,537	61	26,756	60	31,293	64
Citrus	6,548	16	27,998	48	34,546	33
Coast	8,935	1	27,954	50	36,889	14
Compton	3,480	69	20,285	71	23,765	71
Contra Costa	6,077	25	30,492	14	36,569	16
Desert	6,212	22	26,979	58	33,191	53
El Camino	6,980	8	31,057	9	38,037	6
Feather-River	6,742	13	23,588	68	30,330	67
Foothill-DeAnza	6,245	21	32,427	6	38,672	5
Fremont-Newark	5,143	41	29,512	25	34,655	31
Gavilan	4,207	64	28,951	34	33,158	54
Glendale	6,800	12	28,810	36	35,610	22
Grossmont	5,086	43	29,654	24	34,738	30
Hartnell	5,847	29	27,879	51	33,726	42
Imperial**	5,719	32	26,720	61	32,439	59
Kern	4,808	54	27,512	55	32,320	61
Lake Tahoe	5,475	36	34,097	3	39,572	2
Lassen	5,064	44	34,364	2	39,428	3
Long Beach	7,105	6	29,075	30	36,180	17
Los Angeles	8,325	2	26,580	63	34,905	28
Los Rios**	3,679	68	27,743	52	31,422	62
Marin	5,716	33	30,141	19	35,857	20
Mendocino	3,204	70	26,248	64	29,452	68
Merced	5,891	28	27,558	54	33,449	47
Mira Costa	5,019	46	29,781	21	34,800	29
Monterey	6,087	24	28,233	44	34,320	36
Mt. San Antonio	5,052	45	28,880	35	33,932	41
Mt. San Jacinto	5,668	34	27,280	56	32,948	56
Napa	4,919	51	28,623	40	33,542	44
North Orange**	4,967	50	28,308	43	33,275	50
Palo Verde**	5,000	47	23,135	69	28,135	70
Palomar	4,807	55	29,389	26	34,196	37
Pasadena	5,743	31	28,224	45	33,969	40
Peralta	6,957	9	22,378	70	29,335	69
Rancho Santiago	5,179	40	29,770	22	34,949	27
Redwoods	4,968	49	27,735	53	32,703	57
Rio Hondo	7,025	7	30,382	18	37,407	10
Riverside	5,500	35	30,447	17	35,947	19
Saddleback	7,456	3	29,211	28	36,667	15
San Bernardino	3,839	67	28,586	41	32,423	60
San Diego	4,609	59	28,960	33	33,569	43
San Francisco	2,762	71	32,435	5	35,197	23
San Joaquin Delta	6,314	19	32,607	4	38,921	4
San Jose	5,829	30	28,704	37	34,533	34
San Luis Obispo	6,177	23	27,066	57	33,243	51
San Mateo	5,422	37	29,669	23	35,091	24
Santa Barbara	4,550	60	28,466	42	33,016	55
Santa Clarita	4,799	56	28,680	38	33,479	46
Santa Monica	7,244	4	30,715	11	37,959	7
Sequoias**	4,859	53	31,122	8	35,981	18
Shasta	5,378	38	27,986	49	33,364	49
Sierra	5,131	42	26,184	65	31,315	63
Siskiyou	4,870	52	25,473	67	30,343	66
Solano	6,641	14	30,933	10	37,574	8
Sonoma	4,067	66	30,454	16	34,521	35
South County	6,625	15	30,648	12	37,273	11
Southwestern	4,100	65	30,526	13	34,626	32
State Center	4,705	58	28,667	39	33,372	48
Ventura	6,374	18	29,236	27	35,610	21
Victor Valley	5,000	48	29,085	29	34,085	38
West Hills	6,311	20	26,890	59	33,201	52
West Kern	4,740	57	35,664	1	40,404	1
West Valley	5,240	39	31,996	7	37,234	12
Yosemite	6,942	10	30,468	15	37,410	9
Yuba	5,962	27	28,123	46	34,085	39
Spring 1991 Average	5,379		28,763		34,343	
Spring 1990 Average	4,910		26,839		31,748	
Percent Increase (1990-91)	(13.63)		(7.17)		(8.17)	

**Negotiating as of May 31, 1991

CALIFORNIA COMMUNITY COLLEGES

RANKINGS OF FRINGE BENEFITS AND MAXIMUM SALARY WITHOUT DOCTORATE

1990-91

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$6,450	18	$46,945	60	53,395	56
Antelope Valley	6,006	28	51,423	30	57,429	30
Barstow	7,110	6	50,345	41	57,455	29
Butte	4,597	60	50,858	35	55,455	44
Cabrillo	4,498	63	45,387	66	49,885	67
Cerritos	7,146	5	55,669	6	62,815	5
Chaffey	4,537	62	40,338	71	44,875	71
Citrus	6,548	16	51,204	33	57,752	26
Coast	9,016	1	49,382	47	58,398	20
Compton	3,480	69	42,083	69	45,563	70
Contra Costa	6,291	22	55,116	9	61,407	7
Desert	6,212	23	47,608	57	53,820	53
El Camino	6,980	10	53,862	14	60,842	10
Feather River	6,818	12	41,161	70	47,979	69
Foothill-DeAnza	6,421	19	56,597	4	63,018	6
Fremont-Newark	5,143	43	51,407	31	56,550	34
Gavilan	4,207	64	51,115	34	55,322	46
Glendale	6,800	13	53,156	17	59,956	13
Grossmont	5,084	44	54,131	11	59,215	17
Hartnell	5,958	30	50,187	43	56,145	36
Imperial**	5,808	33	46,430	61	52,238	60
Kern	4,857	56	48,340	52	53,197	58
Lake Tahoe	5,475	37	50,585	39	56,060	37
Lassen	5,064	45	45,710	64	50,774	65
Long Beach	7,105	7	52,249	25	59,354	15
Los Angeles	8,325	2	47,410	58	55,735	40
Los Rios**	3,760	68	50,365	40	54,125	52
Marin	5,822	32	55,326	7	61,148	8
Mendocino	3,204	70	45,508	65	48,712	68
Merced	6,021	27	48,220	53	54,241	51
Mira Costa	5,019	47	52,934	21	57,953	24
Monterey	6,201	24	47,189	59	53,390	57
Mt. San Antonio	5,052	46	52,790	22	57,842	25
Mt. San Jacinto	5,668	34	50,192	42	55,860	38
Napa	4,929	52	50,763	37	55,692	41
North Orange**	4,967	50	49,372	48	54,339	50
Palo Verde**	5,000	49	46,368	62	51,368	62
Palomar	4,958	51	51,321	32	56,279	35
Pasadena	5,881	31	47,880	56	53,761	54
Peralta	7,083	8	44,777	68	51,860	61
Rancho Santiago	5,179	42	53,887	13	59,066	18
Redwoods	5,196	41	49,261	49	54,455	49
Rio Hondo	7,025	9	53,829	15	60,854	9
Riverside	5,500	36	55,261	8	60,761	11
Saddleback	7,802	3	67,933	1	75,735	1
San Bernardino	3,839	67	49,140	50	52,979	59
San Diego	4,751	57	50,085	45	54,836	47
San Francisco	2,762	71	48,201	54	50,963	64
San Joaquin Delta	6,506	17	55,991	5	62,497	6
San Jose	6,062	26	52,993	20	59,055	19
San Luis Obispo	6,177	25	49,684	46	55,831	39
San Mateo	5,591	35	54,937	10	60,528	12
Santa Barbara	4,550	61	50,795	36	55,343	45
Santa Clarita	4,928	53	53,060	19	57,988	23
Santa Monica	7,244	4	57,438	3	64,682	2
Sequoias**	4,859	55	51,761	29	56,620	33
Shasta	5,378	38	48,176	55	53,552	55
Sierra	5,340	40	51,842	27	57,182	32
Siskiyou	4,870	54	45,749	63	50,619	66
Solano	6,641	15	53,127	18	59,768	16
Sonoma	4,149	65	54,088	12	58,237	21
South County	6,741	14	52,560	23	59,301	16
Southwestern	4,100	66	53,620	16	57,720	27
State Center	4,705	59	50,087	44	54,792	48
Ventura	6,374	21	51,828	28	58,202	22
Victor Valley	5,000	48	50,615	38	55,615	42
West Hills	6,392	20	44,783	67	51,175	63
West Kern	4,748	58	52,551	24	57,291	31
West Valley	5,363	39	52,144	26	57,527	28
Yosemite	6,942	11	48,570	51	55,512	43
Yuba	5,962	29	58,151	2	64,113	3
Spring 1991 Average	5,636		50,758		56,394	
Spring 1990 Average	4,960		47,636		52,596	
Percent Increase (1990-91)	(13.63)		(6.55)		(7.22)	

**Negotiating as of May 31, 1991

BEST COPY AVAILABLE

TABLE IV

CALIFORNIA COMMUNITY COLLEGES

RANKINGS OF FRINGE BENEFITS AND MAXIMUM SALARY WITH DOCTORATE

1990-91

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$6,654	18	$48,059	60	$54,513	59
Antelope Valley	6,006	28	52,607	35	58,613	27
Barstow	7,116	6	51,145	44	58,261	31
Butte	4,605	60	52,615	34	57,220	40
Cabrillo	4,498	63	47,228	63	51,726	65
Cerritos	7,146	5	57,280	7	64,426	5
Chaffey	4,537	62	42,010	70	46,547	71
Citrus	6,548	16	52,888	29	59,436	22
Coast	9,022	1	50,944	46	59,966	21
Compton	3,480	69	43,083	69	46,563	70
Contra Costa	6,291	22	55,116	16	61,407	15
Desert	6,212	23	49,593	56	55,805	51
El Camino	6,980	10	55,859	11	62,839	9
Feather River	6,818	12	41,161	71	47,979	69
Foothill-DeAnza	6,421	19	56,597	9	63,018	8
Fremont-Newark	5,143	43	52,772	33	57,915	32
Gavilan	4,207	64	53,225	27	57,432	37
Glendale	6,800	13	57,356	6	64,156	6
Grossmont	5,086	44	55,147	14	60,231	19
Hartnell	5,966	29	51,775	40	57,741	35
Imperial**	5,814	33	47,730	62	53,544	60
Kern	4,857	56	51,326	41	56,183	49
Lake Tahoe	5,475	37	50,585	52	56,060	50
Lassen	5,064	45	46,210	67	51,274	66
Long Beach	7,105	7	54,703	18	61,808	13
Los Angeles	8,325	2	48,420	58	56,745	45
Los Rios**	3,769	68	52,885	30	56,654	46
Marin	5,826	32	56,349	10	62,175	12
Mendocino	3,206	70	46,792	65	49,996	68
Merced	6,038	27	50,894	48	56,932	43
Mira Costa	5,019	47	54,184	22	59,203	24
Monterey	6,211	24	48,886	57	55,095	55
Mt. San Antonio	5,052	46	52,790	31	57,842	33
Mt. San Jacinto	5,668	34	51,854	38	57,522	36
Napa	4,929	53	50,763	49	55,692	53
North Orange**	4,967	51	51,323	42	56,290	48
Palo Verde**	5,000	49	48,037	61	53,037	61
Palomar	4,968	50	52,783	32	57,751	34
Pasadena	5,901	31	50,906	47	56,805	44
Peralta	7083	8	44,777	68	51,860	63
Rancho Santiago	5,179	42	55,441	13	60,620	18
Redwoods	5,199	41	49,761	54	54,960	57
Rio Hondo	7,025	9	55,526	12	62,549	11
Riverside	5,500	36	57,075	8	62,575	10
Saddleback	7,811	3	68,933	1	76,744	1
San Bernardino	3,839	67	50,739	50	54,578	58
San Diego	4,767	57	52,590	36	57,357	38
San Francisco	2,762	71	48,201	59	50,963	67
San Joaquin Delta	6,535	17	59,519	3	66,054	4
San Jose	6,073	26	54,113	23	60,186	20
San Luis Obispo	6,177	25	51,154	43	57,331	39
San Mateo	5,591	35	58,298	5	63,889	7
Santa Barbara	4,550	61	51,993	37	56,543	47
Santa Clarita	4,933	52	53,940	26	58,873	26
Santa Monica	7,244	4	59,265	4	66,509	2
Sequoias**	4,859	55	53,561	25	58,420	29
Shasta	5,378	38	49,695	55	55,073	56
Sierra	5,340	40	51,842	39	57,182	42
Siskiyou	4,870	54	46,949	64	51,819	64
Solano	6,641	15	54,427	21	61,068	16
Sonoma	4,149	65	54,988	17	59,137	25
South County	6,752	14	54,660	19	61,412	14
Southwestern	4,100	66	55,120	15	59,220	23
State Center	4,705	59	51,091	45	55,796	52
Ventura	6,374	21	54,486	20	60,860	17
Victor Valley	5,000	48	50,615	51	55,615	54
West Hills	6,400	20	46,583	66	52,983	62
West Kern	4,740	58	53,551	26	58,291	30
West Valley	5,370	39	53,205	28	58,575	28
Yosemite	6,942	11	50,270	53	57,212	41
Yuba	5,962	30	60,151	2	66,113	3
Spring 1991 Average	5,639		52,203		57,842	
Spring 1990 Average	4,963		48,983		53,947	
Percent Increase (1990-91)	(13.62)		(6.37)		(7.22)	

**Negotiating as of May 31, 1991

ERIC Clearinghouse for Junior Colleges
JUL 26 1991